

# BRYAN POLICE DEPARTMENT INFORMATION SHEET



The Bryan Police Department is seeking individuals with integrity who are committed to public service, dedicated and professional, with a willingness and compassion to work together with the citizens of Bryan to maintain a healthy and safe community.

The City of Bryan is conveniently located at the center of the Dallas/Fort Worth, Houston and Austin/San Antonio triangle. With a population of 69,000, and its neighboring city (College Station), which is similar in size, there are amenities of a large city, but with the sense of a small community. The cost of living in Bryan is lower than most cities in Texas. Bryan is also proud of its diverse culture, quality homes and neighborhoods, exceptional educational facilities and advanced health care facilities.

## **DEPARTMENT OPPORTUNITIES**

The Bryan Police Department has 117 sworn personnel and 20 reserve officers. The Department is organized into three bureaus: Investigations, Field Operations and Operations Support. Specialized divisions include:

- Patrol
- Criminal Investigation
- Community Policing
- K-9
- Directed Deployment Team
- D.A.R.E.
- School Resource Officers
- Crisis Negotiations Team
- Narcotics Unit
- Training Unit
- Traffic Safety Unit – Motorcycle Patrol
- Recruiting Unit
- Tactical Response Team

## **HIRING PROCESS**

Each applicant must successfully complete the following:

- Employment Application
- Written Examination
- Personal History Statement
- Fitness Assessment – Push-ups, Sit-ups, 1.5 mile run
- Behavioral Personnel Assessment Device
- Background Investigation
- Preliminary Interview
- Polygraph Examination
- Psychological Evaluation
- Interview/Review Board
- Police Chief Interview
- Medical Exam – Drug Screen

*\*Duration of Entire Application Process can be from 4 – 12 months\**

## **BASIC QUALIFICATIONS**

- U.S. citizen between the ages of 21 and 44.
- High school diploma; a high school equivalency certificate or GED and has 12 hours college credit with at least a 2.0 grade point average; or an honorable discharge from the armed forces after at least 24 months of active duty service.
- Valid drivers license with good driving record.
- If applicable, military service with honorable discharge as stipulated on DD-214 form.
- No felony or Class A misdemeanor convictions; no Class B misdemeanor convictions within the past (10) years.
- Good moral character, stable employment record and no history of any conduct which may affect suitability for law enforcement work.

## **BENEFITS**

- Health plan including dental coverage – co-pay plan
- Flexible spending accounts
- Life insurance with option to purchase additional coverage for self and/or dependents
- Long-term disability
- Retirement plan – automatic participation (7% employee contribution – City matches 2-1)
- Optional 457 deferred compensation plan
- Paid sick leave with unlimited accumulation
- Paid vacation leave and holidays
- Employee Assistance Program
- College tuition reimbursement program
- Uniforms provided and cleaned
- Equipment furnished, including regulation weapon
- Longevity pay - \$4/month for each year of service to a maximum of \$100/month
- 12-hour shift schedule for Patrol division – 3 day weekend approx. twice/month
- Mobile data computers in most police vehicles
- TCLEOSE Certificate Pay

## **FOR MORE INFORMATION**

City of Bryan Human Resources  
(979) 209-5060

Bryan Police Department  
Officer Tim Adams or Officer Cary Beason  
(979) 209-5347

# BRYAN POLICE DEPARTMENT PHYSICAL FITNESS ASSESSMENT

## **FITNESS ASSESSMENT**

All applicants will be expected to successfully complete the following activities relating to physical fitness:

### **A. CARDIORESPIRATORY ENDURANCE**

A timed 1.5 mile run without any assistance.

1.5 MILE RUN			
Age	21-29	30-39	40-44
Male	13.06	13.45	14.24
Female	15.25	15.56	16.53

### **B. UPPER BODY STRENGTH**

Push-up test (Place hands comfortably on the ground shoulder width apart. Place feet 0-12" apart. The body should be in a straight line from shoulders to ankles throughout the exercise.)

PUSH-UPS			
Age	21-29	30-39	40-44
Males	26	20	15
Females	20	15	10

### **C. ABDOMINAL STRENGTH**

One minute sit-up test (Lie on back with knees at a 90 degree angle and heels on the ground. Feet may be together or apart. Fingers must stay cupped behind ears throughout the exercise. A partner may help hold heels to the ground.)

SIT-UPS			
Age	21-29	30-39	40-44
Males	35	32	27
Females	30	22	17

### **D. WEAPON TEST**

A strength test for firing a weapon will be administered along with the above fitness assessment. The applicant must hold an unloaded police service pistol at arms length parallel to the ground and pull the trigger 6 times with each hand. This test may be administered, at the Police Department's discretion, by using a trigger-pull simulator.

## **SUBCHAPTER B. CLASSIFICATION AND APPOINTMENT**

### **Section 143.021 CLASSIFICATION; EXAMINATION REQUIREMENT**

See Section 143.021, Chapter 143

The civil service positions in the Fire and Police Departments are classified on the basis of similarity in duties and responsibilities.

### **Section 143.022 PHYSICAL REQUIREMENTS AND EXAMINATION**

See Section 143.022, Chapter 143

- (1) **GENERAL REQUIREMENTS** - Each applicant for entry-level positions shall be required to submit to such physical and mental tests as determined by the respective Department Heads to be reasonably necessary and proper to determine the physical and mental ability of the applicant to perform the essential functions required for the position sought. An applicant who is not capable of performing the essential job functions with or without reasonable accommodation shall not be appointed.
- (2) **ENTRY LEVEL APPEALS** - If an applicant is not appointed due to failure to successfully pass the medical or psychological examination, the applicant may appeal to the Commission. If the applicant elects to appeal, the applicant shall submit written notice of appeal to the Director within ten (10) days (240 hours) of initial receipt of notification of rejection.
- (3) **PROMOTIONAL REQUIREMENTS** - Any candidate for promotion shall successfully complete an appropriate medical examination and a drug/alcohol test. An official Department medical examination taken within six (6) months prior to the promotion test date may be used for this requirement.

### **Section 143.023 ELIGIBILITY FOR BEGINNING POSITION**

See Section 143.023, Chapter 143

- (1) **EMPLOYMENT STANDARDS** - To the extent that employment standards for an entry-level fire fighter and police officer as provided in the Civil Service Classification Plan exceed the requirements of Chapter 143 and other applicable State laws, any of such entry-level employment requirements not prescribed by State laws may be waived by the Fire Chief or Police Chief with the concurrence of the Director and consent of the City Manager, when such waiver would be in the best interests of the Fire Department or Police Department and provided further that such waiver of requirements shall not substantially lower the high standards sought by the City. Any changes under this Section shall be based on each hiring process.
- (2) **MINIMUM ELIGIBILITY REQUIREMENTS FOR FIRE FIGHTERS** - An applicant for fire fighter shall meet the following criteria in order to be considered for an entry-level position:
  - (a) Achieve a minimum passing score of seventy (70) percent on the written examination;

- (b) Successfully complete the physical ability test;
  - (c) Pass a background investigation;
  - (d) Pass oral interviews;
  - (e) Successfully complete a post-job offer psychological examination, if required, and medical examination and drug/alcohol test that includes passing a visual acuity test, and physician certification that the applicant is not dependent on and does not use illegal drugs;
  - (f) Be at least eighteen (18) years of age and not more than thirty-five (35) years of age at the time of hire;
  - (g) Be a graduate of an accredited high school or have an equivalency certificate;
  - (h) Have a valid Texas driver's license at the date of hire and meet the City's evaluation criteria for the driver's license record;
  - (i) Be a citizen of the United States by birth or naturalization;
  - (j) Be able to read, write, and speak the English language;
  - (k) Be of good moral character;
  - (l) Be certified as basic fire fighter, or certifiable at time of appointment, as established by the Texas Commission on Fire Protection and the Texas Department of Health. At or before the time of entrance examination, applicants shall provide either (1) evidence of certifiability issued by the Texas Commission on Fire Protection, or (2) evidence of current enrollment in a basic recruit fire training academy approved by the Texas Commission of Fire Protection; and
  - (m) Be certified as EMT-Basic or higher by the Texas Department of Health at time of appointment. At or before the time of entrance examination, applicants shall provide either (1) an EMT Certificate issued by the Texas Department of Health, or (2) evidence of current enrollment in an EMT course approved by the Texas Department of Health.
- (3) **MINIMUM ELIGIBILITY REQUIREMENTS FOR POLICE OFFICERS** - An applicant for police officer shall meet the following criteria in order to be considered for an entry-level position:
- (a) Achieve a minimum passing score of seventy (70) percent on the written examination;
  - (b) Pass a background investigation, including a fingerprint records check;
  - (c) Pass oral interviews;

- (d) Successfully complete a post-job offer psychological examination, medical examination and drug/alcohol test, that includes passing a visual acuity test, and physician certification that the applicant is not dependent on and does not use illegal drugs;
- (e) Be at least twenty-one (21) years of age and not more than forty-four (44) years of age at the time of hire;
- (f) Be a graduate of an accredited high school; or have an equivalency certificate with at least twelve (12) hours of college credit; or an honorable discharge from the armed forces after at least twenty-four (24) months of active duty service;
- (g) Have a valid Texas driver's license at the date of hire and meet the City's evaluation criteria for the driver's license record;
- (h) Be a citizen of the United States by birth or naturalization;
- (i) Be able to read, write, and speak the English language;
- (j) Be of good moral character;
- (k) Shall not be prohibited from carrying a firearm or possessing ammunition; and
- (l) Be certifiable as a peace officer as established by the Texas Commission on Law Enforcement Officer Standards and Education at time of hire.

**CITY OF BRYAN**  
**CLASSIFIED POLICE PAY SCHEDULE**  
**EFFECTIVE 10/01/05**

OCCP CODE	RANK	GRADE/ STEP	HOURLY RATE	ANNUAL RATE	REQUIREMENT
601P	Prob. Police Officer	PO2-1	\$17.02	\$35,402	Enrollment in Basic Peace Officer Academy/ Start of Probationary Period
602P	Police Officer	PO3-1	\$18.23	\$37,918	Basic Certificate; Completion of Probation
		PO3-2	\$18.71	\$38,917	1 year at PO3-1
		PO3-3	\$19.19	\$39,915	1 year at PO3-2
		PO3-4	\$19.69	\$40,955	1 year at PO3-3
		PO3-5	\$19.99	\$41,579	Intermediate Certificate
		PO3-6	\$20.51	\$42,661	1 year at PO3-5
		PO3-7	\$21.04	\$43,763	1 year at PO3-6
		PO3-8	\$21.59	\$44,907	1 year at PO3-7
		PO3-9	\$22.18	\$46,134	Advanced Certificate
		PO3-10	\$22.76	\$47,341	1 year at PO3-9
		PO3-11	\$23.35	\$48,568	1 year at PO3-10
		PO3-12	\$23.96	\$49,837	1 year at PO3-11
		PO3-13	\$25.14	\$52,291	Master Certificate
		PO3-14	\$25.79	\$53,643	1 year at PO3-13
603P	Police Sergeant	PO4-1	\$24.04	\$50,003	Promotion to Sergeant; Intermediate Cert
		PO4-2	\$24.52	\$51,002	1 year at PO4-1
		PO4-3	\$25.01	\$52,021	1 year at PO4-2
		PO4-4	\$26.94	\$56,035	Promotion to Sergeant; Advanced Cert
		PO4-5	\$27.48	\$57,158	1 year at PO4-4
		PO4-6	\$28.03	\$58,302	1 year at PO4-5
		PO4-7	\$29.55	\$61,464	Promotion to Sergeant; Master Certificate
		PO4-8	\$30.14	\$62,691	1 year at PO4-7
604P	Police Lieutenant	PO5-1	\$30.30	\$63,024	Promotion to Lieutenant; Advanced Cert
		PO5-2	\$30.91	\$64,293	1 year at PO5-1
		PO5-3	\$31.53	\$65,582	1 year at PO5-2
		PO5-4	\$33.14	\$68,931	Promotion to Lieutenant; Master Certificate
		PO5-5	\$33.80	\$70,304	1 year at PO5-4

**CERTIFICATION PAY PLAN IS SEPARATE**

## Driving Directions-Blinn Campus in Bryan



From the west:	(Austin is 100 miles)	<ul style="list-style-type: none"> <li>• Enter Bryan from Highway 21 East</li> <li>• South (right) on Highway 47 approximately 4 miles</li> <li>• East (left) on Villa Maria Rd.</li> <li>• Follow Villa Maria past Texas Ave. (Business Hwy 6)</li> <li>• At fork, stay to the left to continue on Villa Maria</li> <li>• Blinn is on the left two lights past E. 29<sup>th</sup> St.</li> </ul>
From the east:	(Madisonville is 35 miles)	<ul style="list-style-type: none"> <li>• Enter Bryan from Highway 21 West</li> <li>• South (left) on Highway 6 in Bryan</li> <li>• Exit west (right) onto William J. Bryan Parkway</li> <li>• At first light, turn left on Villa Maria</li> <li>• Blinn is on the right at the next light (approximately ½ mile)</li> </ul>
From the north or south:	(Waco is 90 miles; Dallas is 175) (Houston is 90 miles)	<ul style="list-style-type: none"> <li>• Enter Bryan from Highway 6</li> <li>• Exit west onto William J. Bryan Parkway</li> <li>• At first light, turn left on Villa Maria</li> <li>• Blinn is on the right at the next light (approximately ½ mile)</li> </ul>
From Brenham:	(50 miles)	<ul style="list-style-type: none"> <li>• FM 50 North to FM 60 East (right)</li> <li>• FM 60 into College Station where it becomes University Ave</li> <li>• Continue on east on University Ave</li> <li>• North (left) on E. 29th St.</li> <li>• East (right) on Villa Maria Rd.</li> <li>• Blinn is on the left at the 2nd light</li> </ul>

### IMPORTANT:

Please be sure to park in Lot E & the exam will be held in Building E.